

# Senate File 2368 - Introduced

SENATE FILE 2368

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## A BILL FOR

1 An Act relating to education, including examinations  
2 administered to students by higher education institutions  
3 providing practitioner preparation, obligations of the  
4 department of education increasing the salary of initial  
5 teachers, modifying provisions related to endorsements  
6 issued by the board of educational examiners, and the use  
7 of certain specified school district moneys, and making  
8 appropriations.

9 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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DIVISION I

ELIMINATION OF PRACTITIONER PREPARATION PROGRAM TESTING  
REQUIREMENTS

Section 1. Section 256.7, subsection 3, paragraph b, Code 2022, is amended to read as follows:

b. Procedures provided for approval of programs shall include procedures for enforcement of the prescribed standards and, ~~except as provided in section 256.16, subsection 3,~~ shall not include a procedure for the waiving of any of the standards prescribed.

Sec. 2. Section 256.16, subsection 1, paragraph a, Code 2022, is amended by striking the paragraph.

Sec. 3. Section 256.16, subsection 2, Code 2022, is amended to read as follows:

2. A person initially applying for a license shall successfully complete a practitioner preparation program approved under [section 256.7, subsection 3](#), and containing the subject matter specified in [this section](#), before the initial action by the board of educational examiners under chapter 272 takes place. ~~However, this subsection shall not apply to a person who meets the requirements for an initial one-year license in accordance with subsection 3.~~

Sec. 4. Section 256.16, subsection 3, Code 2022, is amended by striking the subsection.

Sec. 5. Section 272.2, subsection 14, paragraph b, subparagraph (5), Code 2022, is amended to read as follows:

(5) The applicant fails to meet board standards for application for an initial or renewed license. ~~However, this subparagraph shall not apply to a person who applies for an initial one-year license and submits to the board a waiver issued by the director of the department of education in accordance with [section 256.16, subsection 3](#).~~

Sec. 6. Section 272.2, subsection 22, Code 2022, is amended by striking the subsection.

DIVISION II

1 STUDENT TEACHER GRANT PROGRAM AND INCREASE OF INITIAL TEACHER  
2 SALARY

3 Sec. 7. NEW SECTION. 256.19 Student teacher grant program.

4 1. The department shall establish a student teacher grant  
5 program to allow school districts to compensate Iowa residents  
6 who are fulfilling the requirements associated with the student  
7 teaching experience established pursuant to section 256.16,  
8 subsection 1, paragraph "d", at the school district. The state  
9 board, after consultation with education stakeholders, shall  
10 adopt rules pursuant to chapter 17A for the student teacher  
11 grant program, including rules relating to grant application  
12 materials, eligibility requirements, and award criteria.

13 2. A school district may apply to the department for a  
14 grant to compensate an Iowa resident who is fulfilling the  
15 requirements associated with the student teaching experience  
16 established pursuant to section 256.16, subsection 1, paragraph  
17 "d", at the school district. The amount of the grant awarded  
18 under this subsection shall not exceed an amount equal to the  
19 salary for an initial teacher established pursuant to section  
20 284.15, prorated based on the hours the Iowa resident devotes  
21 to the student teaching experience at the school district.

22 3. Moneys awarded under this section shall be used to  
23 supplement, not supplant, existing public funding used by a  
24 school district.

25 4. Moneys received by a school district under this section  
26 shall be miscellaneous income for purposes of chapter 257 and  
27 shall be deposited in the general fund of the school district.  
28 However, the moneys shall not be included in district cost.

29 Sec. 8. NEW SECTION. 256.20 Teacher pay.

30 1. For the fiscal year beginning July 1, 2022, and for  
31 each succeeding fiscal year, there is appropriated from the  
32 general fund of the state to the department to distribute  
33 to school districts established pursuant to chapter 274 an  
34 amount necessary to ensure that the annual compensation school  
35 districts provide to teachers is no less than three thousand

1 dollars less than the national average teacher salary for the  
2 preceding school year calculated by the national education  
3 association.

4 2. Moneys received by a school district under this section  
5 shall be miscellaneous income for purposes of chapter 257 and  
6 shall be deposited in the general fund of the school district.  
7 However, the moneys shall not be included in district cost.

8 Sec. 9. Section 257.10, subsection 12, paragraph d, Code  
9 2022, is amended to read as follows:

10 d. For the budget year beginning July 1, 2014, and  
11 succeeding budget years, the use of the funds calculated under  
12 this subsection shall comply with the requirements of chapter  
13 284 and shall be distributed to teachers pursuant to section  
14 284.15. The funds shall be used only to increase the payment  
15 for a teacher assigned to a leadership role pursuant to a  
16 framework or comparable system approved pursuant to section  
17 284.15; to increase the percentages of teachers assigned to  
18 leadership roles; to increase the minimum teacher starting  
19 salary to ~~thirty-three thousand five hundred dollars~~ the  
20 amount provided in section 284.15, subsection 2, paragraph  
21 "a", subparagraph (1); to cover the costs for the time mentor  
22 and lead teachers are not providing instruction to students  
23 in a classroom; for coverage of a classroom when an initial  
24 or career teacher is observing or co-teaching with a teacher  
25 assigned to a leadership role; for professional development  
26 time to learn best practices associated with the career  
27 pathways leadership process; and for other costs associated  
28 with a framework or comparable system approved by the  
29 department of education under [section 284.15](#) with the goals of  
30 improving instruction and elevating the quality of teaching and  
31 student learning. If all requirements for the school district  
32 for the use of funds calculated under [this subsection](#) are met  
33 and funds received under [this subsection](#) remain unexpended and  
34 unobligated at the end of a fiscal year beginning on or after  
35 July 1, 2020, the school district may transfer all or a portion

1 of such unexpended and unobligated funds for deposit in the  
2 school district's flexibility account established under section  
3 298A.2, subsection 2.

4 Sec. 10. Section 284.15, subsection 2, paragraph a,  
5 subparagraph (1), Code 2022, is amended to read as follows:

6 (1) The salary for an initial teacher who has successfully  
7 completed an approved practitioner preparation program as  
8 defined in [section 272.1](#) or holds an initial or intern teacher  
9 license issued under [chapter 272](#) shall be at least ~~thirty-three~~  
10 ~~thousand five hundred~~ forty thousand dollars, which shall also  
11 constitute the minimum salary for an Iowa teacher.

12 Sec. 11. Section 284.16, subsection 1, paragraph a,  
13 unnumbered paragraph 1, Code 2022, is amended to read as  
14 follows:

15 The beginning teacher shall be paid not less than  
16 ~~thirty-three thousand five hundred~~ forty thousand dollars and  
17 shall meet the following requirements:

18 Sec. 12. Section 284.17, subsection 1, Code 2022, is amended  
19 to read as follows:

20 1. A minimum salary of ~~thirty-three thousand five hundred~~  
21 forty thousand dollars for a full-time teacher.

22 Sec. 13. DEPARTMENT OF EDUCATION — STUDENT TEACHER GRANT  
23 PROGRAM — APPROPRIATION. There is appropriated from the  
24 general fund of the state to the department of education for  
25 the fiscal year beginning July 1, 2022, and ending June 30,  
26 2023, the following amount, or so much thereof as is necessary,  
27 to be used for the purposes designated:

28 For purposes of the student teacher grant program,  
29 established pursuant to section 256.19, as enacted in this  
30 division of this Act, including the establishment and start-up  
31 programming costs of implementing the program:  
32 ..... \$ 7,000,000

33 Notwithstanding section 8.33, moneys appropriated in this  
34 section that remain unencumbered or unobligated at the close of  
35 the fiscal year shall not revert but shall remain available for

1 expenditure for the purposes designated until the close of the  
2 succeeding fiscal year.

3 DIVISION III  
4 ENDORSEMENTS

5 Sec. 14. Section 272.2, Code 2022, is amended by adding the  
6 following new subsections:

7 NEW SUBSECTION. 27. Adopt rules pursuant to chapter 17A to  
8 limit the credit hours required to obtain any endorsement to no  
9 more than eight credit hours.

10 NEW SUBSECTION. 28. Adopt rules pursuant to chapter 17A to  
11 allow individuals to complete the requirements associated with  
12 obtaining an endorsement within five years after applying for  
13 the conditional endorsement.

14 Sec. 15. Section 272.7, Code 2022, is amended by adding the  
15 following new subsection:

16 NEW SUBSECTION. 4. Notwithstanding subsection 1, a  
17 person employed as a practitioner is not required to hold an  
18 endorsement for the type of service for which the person is  
19 employed if either of the following apply:

20 a. The person has been employed as a practitioner for at  
21 least twenty years.

22 b. The person holds a master's or doctoral degree that  
23 is related to the type of service for which the person is  
24 employed.

25 Sec. 16. Section 279.46, Code 2022, is amended to read as  
26 follows:

27 **279.46 Retirement incentives and reimbursement for**  
28 **endorsements — tax.**

29 1. The board of directors of a school district may adopt  
30 a program for payment of a monetary bonus, continuation of  
31 health or medical insurance coverage, or other incentives  
32 for encouraging its employees to retire before the normal  
33 retirement date as defined in [chapter 97B](#). The program is  
34 available only to employees who notify the board of directors  
35 prior to April 1 of the fiscal year that they intend to retire

1 not later than the start of the next following school calendar.  
 2 The age at which employees shall be designated eligible for  
 3 the program shall be at the discretion of the board. An  
 4 employee retiring under this section subsection may apply for  
 5 a retirement allowance under chapter 97B or chapter 294. The  
 6 board may include in the district management levy an amount to  
 7 pay the total estimated accumulated cost to the school district  
 8 of the health or medical insurance coverage, bonus, or other  
 9 incentives for employees fifty-five years of age or older who  
 10 retire under this section subsection.

11 2. The board of directors of a school district may adopt  
 12 a program for reimbursing teachers employed by the board of  
 13 directors of the school district no more than fifty percent of  
 14 the teacher's cost to obtain an endorsement issued by the board  
 15 of educational examiners pursuant to section 272.2. The board  
 16 may include in the district management levy an amount to pay  
 17 the total estimated accumulated cost to the school district  
 18 of the endorsement reimbursement program adopted under this  
 19 subsection.

20 Sec. 17. Section 298.4, subsection 1, paragraph e, Code  
 21 2022, is amended to read as follows:

22 e. To pay the cost of early retirement benefits to  
 23 employees under section 279.46, subsection 1, or endorsement  
 24 reimbursement under section 279.46, subsection 2.

#### 25 DIVISION IV

#### 26 TEACHER RECRUITMENT AND RETENTION TASK FORCE

27 Sec. 18. TEACHER RECRUITMENT AND RETENTION TASK FORCE.

28 1. The director of the department of education shall convene  
 29 a task force to conduct a study of teacher recruitment and  
 30 retention. The study shall include but not be limited to an  
 31 examination of all of the following:

32 a. The reasons individuals fail to enter or complete  
 33 practitioner preparation programs or avoid certain subject  
 34 areas in practitioner preparation programs, particularly  
 35 individuals with identities underrepresented in teaching.

1     b. The reasons teachers fail to apply for teaching positions  
2 in certain geographic or subject areas.

3     c. Recent efforts to recruit or incentivize potential  
4 teachers, including the history and funding of scholarship  
5 and grant programs designed for potential teachers and the  
6 barriers to productive, successful teacher preparation program  
7 recruitment.

8     d. Independent, high-quality research conducted to improve  
9 education policy and practice, including but not limited to  
10 the learning policy institute's 2016 publication, "solving  
11 the teacher shortage: how to attract and retain excellent  
12 educators".

13     e. The reasons teachers, particularly teachers with  
14 identities underrepresented in teaching, leave the profession  
15 or are attracted to other fields, including but not limited  
16 to the following Iowa-specific issues in rural, urban, and  
17 suburban schools:

18       (1) Inadequate preparation time and opportunity for  
19 collaboration with colleagues.

20       (2) Poor teaching conditions, including lack of support  
21 from administrators.

22       (3) Poor compensation and benefits.

23       (4) General lack of respect.

24       (5) Teacher participation in decision making discouraged,  
25 rebuked, or prohibited at the school or district level.

26     2. The goal of the task force is to identify measures  
27 to improve teacher recruitment and retention efforts;  
28 increase scholarships, grants, marketing efforts, and other  
29 incentives to attract to or to keep individuals in the teaching  
30 profession; and develop measures to support teachers in  
31 achieving a successful life-long teaching career.

32     3. The task force shall be comprised of the director of  
33 the department of education or the director's designee; the  
34 executive director of the board of educational examiners or  
35 the executive director's designee; the executive director of



1 the college student aid commission or the executive director's  
2 designee; two individuals representing practitioner preparation  
3 programs at institutions of higher learning governed by the  
4 state board of regents, one of whom shall be employed by  
5 the university of northern Iowa; one individual representing  
6 community colleges that receive funding for the pathways for  
7 academic career and employment program; and shall include, at a  
8 minimum, the following:

9 a. Six members who shall be appointed by the following  
10 respective entities:

- 11 (1) The Iowa state education association.
- 12 (2) The school administrators of Iowa.
- 13 (3) The Iowa association of school boards.
- 14 (4) The urban education network.
- 15 (5) The rural school advocates of Iowa.
- 16 (6) The Iowa association of independent colleges and  
17 universities.

18 b. Three members, who shall be appointed by the director of  
19 the department of education based on recommendations submitted  
20 by the entities specified in paragraph "a", as follows:

21 (1) A teacher employed by a growing suburban school  
22 district.

23 (2) A teacher employed by a rural school district.

24 (3) A teacher employed in an urban city center.

25 4. To the extent possible, appointments shall be made to  
26 provide geographical area representation and to comply with  
27 sections 69.16, 69.16A, 69.16C, and 69.16E.

28 5. The department of education and the practitioner  
29 preparation institutions governed by the state board of regents  
30 shall provide staff assistance and administrative support to  
31 the task force.

32 6. The task force shall submit its findings and  
33 recommendations in a report to the governor and the general  
34 assembly by November 30, 2022.

35 Sec. 19. DEPARTMENT OF EDUCATION — TEACHER RECRUITMENT AND

1 RETENTION TASK FORCE — APPROPRIATION. There is appropriated  
2 from the general fund of the state to the department of  
3 education for the fiscal year beginning July 1, 2022, and  
4 ending June 30, 2023, the following amount, or so much thereof  
5 as is necessary, to be used for the purposes designated:

6 For purposes of convening and providing assistance and  
7 administrative support to the teacher recruitment and retention  
8 task force established pursuant to this division of this Act:  
9 ..... \$ 50,000

10 DIVISION V

11 TEACHER APPRECIATION ACTIVITIES

12 Sec. 20. Section 279.42, Code 2022, is amended to read as  
13 follows:

14 **279.42 Gifts to schools — appreciation activities.**

15 1. The board of directors of a school district that receives  
16 funds through a gift, devise, or bequest shall deposit the  
17 funds in a trust fund, permanent fund, or custodial fund and  
18 shall use the funds in accordance with the terms of the gift,  
19 devise, or bequest.

20 2. Notwithstanding any limitations in chapter 68B, the  
21 board of directors of a school district may expend moneys from  
22 the school district's flexibility account within the school  
23 district's general fund to support reasonable teacher and staff  
24 appreciation activities if all full-time teachers and staff  
25 members are invited to participate in the activity.

26 Sec. 21. Section 298A.2, subsection 2, paragraph c, Code  
27 2022, is amended by adding the following new subparagraph:

28 NEW SUBPARAGRAPH. (9) Teacher and staff appreciation  
29 activities under section 279.42, subsection 2.

30 EXPLANATION

31 The inclusion of this explanation does not constitute agreement with  
32 the explanation's substance by the members of the general assembly.

33 This bill relates to education, including examinations  
34 administered to students by higher education institutions  
35 providing practitioner preparation, obligations of the

1 department of education (DOE), increasing the salary of initial  
2 teachers, modifying provisions related to endorsements issued  
3 by the board of educational examiners (BOEE), and the use of  
4 certain specified school district moneys.

5     DIVISION I — ELIMINATION OF PRACTITIONER PREPARATION  
6 PROGRAM TESTING REQUIREMENTS. Current law requires the BOEE to  
7 adopt rules related to higher education institutions providing  
8 practitioner preparation that authorize the institutions  
9 to administer a preprofessional skills test offered by  
10 a nationally recognized testing service to practitioner  
11 preparation program admission candidates and that require the  
12 institutions to administer certain specified assessments to  
13 students prior to a student's completion of the practitioner  
14 preparation program. The bill strikes both of these  
15 requirements and makes conforming changes.

16     DIVISION II — STUDENT TEACHER GRANT PROGRAM AND INCREASE OF  
17 INITIAL TEACHER SALARY. The bill requires the DOE to establish  
18 a student teacher grant program to allow school districts to  
19 compensate Iowa residents who are fulfilling the requirements  
20 associated with the student teaching experience. The bill  
21 authorizes a school district to apply to the DOE for a grant  
22 under this program. The bill limits the amount of a grant to  
23 an amount not to exceed an amount equal to the salary for an  
24 initial teacher established pursuant to Code section 284.15  
25 (Iowa teacher compensation framework), prorated based on  
26 the hours the Iowa resident devotes to the student teaching  
27 experience at the school district. The bill appropriates \$7  
28 million to the student teacher grant program from FY 2022-2023.  
29 The bill provides that moneys received by a school district  
30 under the student teacher grant program shall be miscellaneous  
31 income for purposes of Code chapter 257 (financing school  
32 programs) and shall be deposited in the general fund of the  
33 school district. The bill also provides that the moneys shall  
34 not be included in district cost.

35     Currently, Code chapter 284 (teacher compensation) provides

1 that the minimum annual salary for an initial teacher who has  
2 successfully completed an approved practitioner preparation  
3 program or holds an initial or intern teacher license issued by  
4 the board of educational examiners shall be at least \$33,500.  
5 The bill increases this minimum annual salary to \$40,000. The  
6 bill makes conforming changes to Code chapter 257 (financing  
7 school programs).

8 For the fiscal year beginning July 1, 2022, and for each  
9 succeeding fiscal year, the bill appropriates from the general  
10 fund of the state to the DOE to distribute to school districts  
11 an amount necessary to ensure that the annual compensation  
12 school districts provide to teachers is no less than \$3,000  
13 less than the national average teacher salary for the preceding  
14 school year calculated by the national education association.  
15 The bill provides that moneys received by a school district  
16 pursuant to this provision shall be miscellaneous income for  
17 purposes of Code chapter 257 (financing school programs) and  
18 shall be deposited in the general fund of the school district.  
19 The bill also provides that the moneys shall not be included  
20 in district cost.

21 DIVISION III — ENDORSEMENTS. The bill requires the BOEE  
22 to adopt rules to limit the credit hours required to obtain  
23 any endorsement to no more than eight credit hours and to  
24 allow individuals to complete the requirements associated with  
25 obtaining an endorsement within five years after applying for  
26 the conditional endorsement.

27 The bill provides that a person employed as a practitioner is  
28 not required to hold an endorsement for the type of service for  
29 which the person is employed if the person has been employed  
30 as a practitioner for at least 20 years or the person holds  
31 a master's or doctoral degree that is related to the type of  
32 service for which the person is employed.

33 Currently, Code section 279.46 authorizes the board of  
34 directors of a school district to adopt a program for early  
35 retirement benefits to encourage its employees to retire before

1 the normal retirement date. The bill modifies Code section  
2 279.46 to also authorize the board of directors to adopt a  
3 program for reimbursing teachers no more than 50 percent of the  
4 teacher's cost to obtain an endorsement issued by the BOEE.  
5 The bill authorizes the board to expend the district management  
6 levy to pay the costs of this endorsement reimbursement  
7 program.

8 DIVISION IV — TEACHER RECRUITMENT AND RETENTION TASK FORCE.

9 The bill requires the director of the DOE to convene a task  
10 force to conduct a study of teacher recruitment and retention  
11 that includes but is not limited to an examination of the  
12 reasons individuals fail to enter or complete practitioner  
13 preparation programs or avoid certain subject areas in  
14 practitioner preparation programs; the reasons teachers fail to  
15 apply for teaching positions in certain geographic or subject  
16 areas; recent efforts to recruit or incentivize potential  
17 teachers; independent, high-quality research conducted and  
18 published to improve education policy and practice; and the  
19 reasons teachers leave the profession or are attracted to other  
20 fields. The bill establishes the composition of the membership  
21 of the task force.

22 The goal of the task force is to identify measures to improve  
23 teacher recruitment and retention efforts, increase marketing  
24 and incentives to attract to or to keep individuals in the  
25 teaching profession, and develop measures to support teachers  
26 in achieving a successful life-long teaching career.

27 To the extent possible, appointments shall be made to  
28 provide geographical area representation and to comply with  
29 Code provisions relating to political and gender balance and to  
30 minority and young adult representation on appointive boards.

31 The DOE and the regents' practitioner preparation  
32 institutions shall provide staff assistance and administrative  
33 support to the task force.

34 The task force shall submit its findings and recommendations  
35 in a report to the governor and the general assembly by

1 November 30, 2022.

2 The bill appropriates \$50,000 from the general fund  
3 of the state to the DOE for the purposes of convening and  
4 providing assistance and administrative support to the teacher  
5 recruitment and retention task force.

6 DIVISION V — TEACHER APPRECIATION ACTIVITIES. The bill  
7 provides that, notwithstanding any limitations in Code chapter  
8 68B (government ethics and lobbying), the board of directors of  
9 a school district may expend moneys from the school district's  
10 flexibility account within its general fund to support  
11 reasonable teacher and staff appreciation activities if all  
12 full-time teachers and staff members are invited to participate  
13 in the activity. The bill makes conforming changes to Code  
14 section 298A.2 (school districts' flexibility accounts).